

Payroll Analysis Updated from Original 2005 Figures

Transportation Service Providers.

	2016		Full Time		Per Diem	
	National Average		\$ 23,419.00		\$ 84.44	
	State Average		\$ 24,870.00		\$ 89.68	
	Chicago Naperville Arlington Heights		\$ 27,180.00		\$ 98.00	
	Rockford		\$ 24,660.00		\$ 88.91	
	Local Government		\$ 29,330.00		\$ 105.76	
	Personal Care (National Ave.)		\$ 27,320.00		\$ 98.51	
	OVERALL AVERAGE				\$ 94.22	
	ADJUSTED TO 2018			\$ 96.85		Current 2018
2017 OCCUPATIONAL HANDBOOK RANGE:			\$ 87.40	-	\$ 94.63	\$91.38
2017 McHENRY COUNTY PAY GRADE 3			\$ 85.28	-	\$ 117.68	

Prior to receiving the first VAC Van, drivers were paid mileage to transport local veterans to North Chicago. Upon receipt of the New Van, Superintendent Walters offered a Per Diem rate to the drivers who became employees of the VAC. The Per Diem Rate was \$50.00 at the time Superintendent Doran made the position full time. When Superintendent Iwanicki and the Commission evaluated the program the VAC had two full time drivers and one Per Diem driver. In 2008, it was decided to eliminate the two full time positions and replace them with four additional Per Diem. At the recommendation of the County Board Public Health and Human Services Committee the Per Diem Drivers would receive the going rate (\$75.00 at the time) regardless of when the driver was hired. The Per Diem rate has kept up with inflation and has been on the high end of the BLS Occupational Handbook for the position. No change is recommended for the Per Diem Rate.

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Office Clerk / Dispatcher

2016		Clerk		Receptionist & Info Clerk		
		2080 hrs	1950 hrs	2080 hrs	1950 hrs	
National Average		\$ 30,580.00	\$ 28,668.75	\$ 27,920.00	\$ 26,175.00	
State Average		\$ 35,660.00	\$ 33,431.25	\$ 29,460.00	\$ 27,618.75	
Chicago Naperville Arlington Heights		\$ 36,680.00	\$ 34,387.50	\$ 30,360.00	\$ 28,462.50	
Rockford		\$ 32,470.00	\$ 30,440.63	\$ 28,070.00	\$ 26,315.63	
Local / Federal Government		\$ 34,890.00	\$ 32,709.38	\$ 29,770.00	\$ 27,909.38	
OVERALL AVERAGE			\$ 31,927.50		\$27,296.25	VAC Current
ADJUSTED FOR 2018			\$ 32,821.47		\$28,060.55	\$ 27,595.23
WEIGHTED AVERAGE				\$ 30,441.01		
2016 OCCUPATIONAL HANDBOOK RANGE:		\$ 28,665.00		-	\$ 34,730.00	(General Clerk)
2016 OCCUPATIONAL HANDBOOK RANGE:		\$ 26,169.00		-	\$ 34,730.00	(Receptionist)
2017 McHENRY COUNTY PAY GRADE 3:		\$ 22,172.00		-	\$ 30,596.00	
2017 MCHENRY COUNTY PAY GRADE 4:		\$ 24,804.00		-	\$ 34,593.00	

The position has evolved from its original Admin Spec. Persons filling the position now are expected to understand basic VA programs and eligibility requirements as well as local social services which may be available. In addition, the position has traditionally organized the VA Hospital Transportation program. It is believed by the County (HR Dept.) and the Superintendent that this position is somewhat undervalued. Propose to move position to Pay Grade 4 and increase rate from \$14.15 Per Hour to \$15.00. Total impact on the budget including FICA match and IMRF will total \$1,949.72 or \$162.48 per month from the date it becomes effective.

3010	\$ 1675.50
3100	\$ 126.80
3110	\$ 65.42

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Veterans Service Officer I

2016		Social Service Assistant		Paralegal	
		2080 hrs	1950 hrs	2080 hrs	1950 hrs
National Average		\$ 34,120.00	\$ 31,987.50	\$ 53,180.00	\$ 49,856.25
State Average		\$ 33,300.00	\$ 31,218.75	\$ 55,210.00	\$ 51,759.38
Chicago Naperville Arlington Heights		\$ 34,570.00	\$ 32,409.38	\$ 56,160.00	\$ 52,650.00
Rockford		\$ 30,570.00	\$ 28,659.38	\$ 74,760.00	\$ 70,087.50
Local Government		\$ 41,310.00	\$ 38,728.13	\$ 51,980.00	\$ 48,731.25
OVERALL AVERAGE			\$ 32,600.63		\$ 54,616.88
ADJUSTED FOR 2018			\$ 33,513.44		\$ 56,146.15
WEIGHTED AVERAGE				\$ 44,829.80	
2017 McHENRY COUNTY PAY GRADE 7N			\$ 33,384.00	-	\$48,009.00
2017 McHENRY COUNTY PAY GRADE 9N			\$ 41,359.00		\$60,742.00
2017 VSO Pay \$40,287					
2017 Illinois Dept of Veterans Affairs VSO			\$ 45,636.00		\$66,960.00

The VSO I position was initially modeled after an Admin Spec II. The focus of the position initially was to work with clients by assisting with application of Veterans Financial Assistance Claims, referrals services, and an occasional VA Claim. The position now focuses heavily on the preparation, presentation, and prosecution of VA Claims, referrals services, and the occasional request for Veterans Financial Assistance. The knowledge, education, and continuing education requirements necessary to make an effective VSO have far outstripped the original responsibilities which could have described an Admin Specialist II. The VSO is also required to be vetted by the US Department of Veterans Affairs which includes a complete background check and annual information security training. The level of training received by our VSO I's and VSO II has made them a valuable prospect for other agencies including the VA. As a result our VSO I's should be paid at a minimum the same rate as their State counterparts. Moving the VSO I from Pay Grade 7N to 9N and increasing to match the State rate would impact the budget (for two VSO I's) a total of \$12,615.82 including FICA and IMRF or \$1,051.32 per month from the date it becomes effective. It needs to be noted that the current VSO I's are under a training agreement and earn step increases as the stages of their training are completed. It is anticipated that the first phase should be completed by the end of March 2018.

3010	\$10,725.00
3105	\$ 820.46
3110	\$ 1,070.36

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Veterans Service Officer II (Lead VSO / Deputy)

2016		Social Service Manager		Paralegal	
		2080 hrs	1950 hrs	2080 hrs	1950 hrs
National Average		\$ 64,680.00	\$ 60,637.50	\$ 53,180.00	\$ 49,856.25
State Average		\$ 64,350.00	\$ 60,328.13	\$ 55,210.00	\$ 51,759.38
Chicago Naperville Arlington Heights		\$ 67,290.00	\$ 63,084.38	\$ 56,160.00	\$ 52,650.00
Rockford		\$ 55,810.00	\$ 52,321.88	\$ 74,760.00	\$ 70,087.50
Local Government		\$ 83,520.00	\$ 78,300.00	\$ 51,980.00	\$ 48,731.25
OVERALL AVERAGE			\$ 62,934.38		\$ 54,616.88
ADJUSTED FOR 2018			\$ 64,696.54	Recommended Range	\$ 56,146.15
WEIGHTED AVERAGE				\$ 60,421.34	
2017 McHENRY COUNTY PAY GRADE 8N			\$ 33,384.00	-	\$48,009.00
2017 McHENRY COUNTY PAY GRADE 9N			\$ 41,359.00		\$60,742.00
2017 VSO II Pay \$47,593 (44,596.00 2014 Kept up with inflation)					
Recommend Paygrade 10E			\$ 49,085.00		\$72,892.00

The position is still relatively new and many of the responsibilities continue to evolve. What is clear is that the position requires a higher level of knowledge and ability when working with the VA. The VSO II manages the VA Claims flow and instructs all VSO's on proper documentation and follow-up. Additionally, the VSO II directly assists the Superintendent with some of the Administration of programs and office operations. Recommend seeking guidance from the County HR Department on how to compensate an entry to mid-level government manager. The duties performed fall in line with that of a Paralegal and Social Service Manager. Using that information it appears that the VSO II position should fall under 10E with salary set at least \$56,146.00 – 60,989.00. Assuming \$58,283.75 the total budget impact including FICA and IMRF would be \$12574.59 or \$1,047.88 per month from date of action. Figure was determined as 25% of the recommend range

3010	\$10,689.95
3105	\$ 817.78
3110	\$ 1,066.86

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Superintendent

		Social and Community			
2016		Service Manager		Operations Mgr.	
		2080 hrs	1950 hrs	2080 hrs	1950 hrs
National Average		\$ 70,870.00	\$ 66,440.63	\$ 99,310.00	\$ 93,103.13
State		\$ 64,350.00	\$ 60,328.13	\$ 97,650.00	\$ 91,546.88
Chicago, Naperville, Arlington Heights		\$ 67,290.00	\$ 63,084.38	\$ 127,930.00	\$ 119,934.38
Rockford		\$ 55,810.00	\$ 52,321.88	\$ 98,770.00	\$ 92,596.88
Local Government		\$ 83,520.00	\$ 78,300.00	\$ 99,330.00	\$ 93,121.88
OVERALL AVERAGE			\$ 64,095.00		\$ 98,060.63
ADJUSTED FOR 2018			\$ 65,889.66		\$ 100,806.32
WEIGHTED AVERAGE				\$ 83,347.99	
2017 McHENRY COUNTY PAY GRADE 10E		\$ 49,085.00	-	\$ 72,892.00	
2017 McHENRY COUNTY PAY GRADE 13E		\$ 67,694.00		\$ 103,697.00	
Current Salary \$68,189 (has kept up with inflation since 2007)					

The recommended pay range was actually proposed in 2005 after a subcommittee of the Commission had met with then County HR Director Robert Ivetic. It was determined that the position was undervalued by at least \$20,000 and a correction was needed. To lessen potential concerns from the County Board it was decided to grant a \$5,000 per year increase over 2006 and 2007, then meet again in 2008 to arrange the final step(s). Due to economic concerns further action was put on hold. Assuming no changes in the job description from the original 2005 proposal and the final step was to be done over 2009 & 2010 the increase should be \$11,588.12 (adjusted for inflation per BLS CPI). This would bring the Superintendents salary to \$79,778.14 annually or a change of \$13,632.28 including FICA and IMRF or \$1,136.03 per month from point of action. This would be somewhat above the first quartile for Pay Grade 13E

3010	\$11,589.12
3105	\$ 886.57
3110	\$ 1,156.59

Total Budget Impact

3010	Salaries	\$34,679.57
3105	FICA Share	\$ 2,651.61
3110	IMRF Share	\$ 3,359.23
	Total	\$40,690.41